



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Mr Babak Shirazi

Respondent: Abal Establishment

Heard at: in public by CVP

On: 23 April 2025

Before: Employment Judge Adkin

Appearances

For the claimant: Mr T. Dracass, Counsel

For the respondent: n/a

JUDGMENT

- (1) This claim falls within the territorial scope of the Employment Rights Act 1996 and the jurisdiction of the Employment Tribunal of England & Wales.
- (2) At all times material to this claim the Claimant was an employee of the Respondent within the meaning of section 230(1) of the Employment Rights Act 1996.
- (3) Complaint of unfair dismissal pursuant to sections 94 and 98 of the Employment Rights Act 1996 is well founded and succeeds.
- (4) Complaint of breach of contract (wrongful dismissal) succeeds.
- (5) Complaint of failure to provide written particulars of employment pursuant to section one of the Employment Rights Act 1996 is well founded and succeeds, and the Respondent is ordered to pay the equivalent of two weeks' pay.
- (6) Complaint of unpaid and untaken annual leave is not well-founded and is dismissed.
- (7) The Respondent is ordered pay the sum of **£115,644.80**, comprised of the following elements:

- a. Basic award for unfair dismissal £21,000;
- b. Compensatory award £84,152;
- c. Grossing up element to reflect tax due on award £9,092.80;
- d. Sum for failure to provide written particulars £1,400.

Employment Judge

Date 12 May 2025

JUDGMENT SENT TO THE PARTIES ON

15 May 2025

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FOR THE TRIBUNAL OFFICE